



## Human Rights Commission Minutes

**Date:** Wednesday, December 21, 2022

**Time:** 8:00 PM

**Location:** Conducted by Remote Participation

**\*Notice to the Public on meeting privacy\*** To prevent abuse of video conferencing technology (i.e., Zoom Bombing), all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Please allow additional time to join the meeting. Further, members of the public who wish to participate without providing their names may still do so by registering to receive the meeting info and using the dial-in telephone information provided.

Please read Governor Baker's Executive Order Suspending Certain Provision of Open Meeting Law for more information regarding virtual public hearings and meetings:

<https://www.mass.gov/doc/open-meeting-law-order-march-12-2020/download>

**Present:** Co-Chair Soneja

Commissioners Brown, Bauer, Horowitz, Pusey, Grossman, Rogers, Carey, Jolin

**Absent:** Co-Chair Carney, Commissioner Beauchemin, Teresa Marzilli

**DEI Office:** Jillian Harvey

**Guests:** Captain Richard Flynn

**Community Members:** Rebecca Gruber, Laura Key, Elizabeth Dray, Griffin Jones, Lynette Culverhouse

### Minutes

1. Remote Meeting Notice and Land Acknowledgement
  - a. Read by Co-Chair Soneja
2. Review of November 2022 Meeting Minutes
  - a. Motion to approve with minor edits by Commissioner Pusey, seconded by Commissioner Brown
  - b. *Passed with abstentions* from Commissioner Horowitz
3. Incidents & Complaints
  - a. No incidents reported to the AHRC this month
  - b. APD reports no new related incidents since October 2022

- c. Follow up to November school incident → Commissioner Rogers has been in contact with both parties
      - i. Ottoson Principal and family have been in communication and both seem satisfied with the outcome and ongoing work
- 4. DEI Update
  - a. 3<sup>rd</sup> training session has occurred with town employees
  - b. 4<sup>th</sup> session to be held in Jan 2023
  - c. Public presentation of equity audit to be held in Q1 2023
  - d. Language access project – materials are being finalized, and focus groups being scheduled
  - e. MLK Day – Jan 16<sup>th</sup> event at Town Hall 6:30 – 8pm
    - i. Ask – AHRC to help with promotion of the event. Media kit available through DEI office
    - ii. New members needed – Jillian to provide details about open positions and needs of the group in 2023
- 5. Commission Vacancies Update
  - a. Laurie Key to be appointed by the School Committee
  - b. Town Manager position – not yet appointed
  - c. Town Moderator position – not yet appointed
- 6. Working Groups Update
  - a. Schools & Education
    - i. Jillian, Margaret, and Sharon met to discuss calendar inclusivity, co-sponsorship of a program about hate symbols, reporting of hate incidents in the schools, support for DEI groups in the schools
    - ii. Superintendent advisory meetings will be attended by member of working group
  - b. Outreach/Events
    - i. Jan - Co-sponsoring MLK events
    - ii. March - Impacts of Hate
    - iii. May - Historical Society Event
    - iv. July – Juneteenth, Prince Hall Day, BLM
    - v. Sept – Town Day
    - vi. Nov – Day of Mourning, promotion of IPD events
  - c. Communications
    - i. Commissioner vacancies were promoted
    - ii. Iran statement posted
    - iii. Town survey questions submitted of behalf of the AHRC
    - iv. Land acknowledgement updates being researched for incorporation
  - d. Housing
    - i. No updates
- 7. Draft Hybrid Meeting Policy
  - a. Potential Updates to be tested:
    - i. Meeting rsvp should include type of attendance
    - ii. Quorum considerations
      - a. Quorum of in-person attendees – at least one co-chair in person
      - b. Quorum of virtual attendees – at least one co-chair virtual
      - c. Attendance split – co-chairs to determine quorum
      - d. Quorum to include in-person and virtual attendance
      - e. No Quorum

- f. All members eligible to vote – consider tech interruptions for voting/quorum criteria
  - iii. Have laptop in the room to connect to projector for back-up/troubleshooting
  - iv. Disability commission had zoom stop connecting; commissioners decided to adjourn early and communicate decision through email
- b. AHRC to pilot hybrid meetings and test policy prior to finalization
- c. Pilot to begin Jan 2023

#### 8. Police Presence

- a. Commissioners Brown, Rogers, and Carey reviewed current policy
  - i. Changes include clearer description of AHRC relationship with all Town bodies and removal of AHRC informing APD of events that AHRC had been invited to attend
  - ii. APD presence options:
    - a. Chief of Police or designee participate during first half of meeting
    - b. Chief of Police or designee participate every other month
    - c. Chief of Police or designee participate once per quarter
    - d. Chief of Police or designee participate as needed – agenda driven
  - iii. APD comments:
    - i. Police department expresses interest in continuing to partner with the AHRC
    - ii. Chief Flaherty has received the updates via email and has requested to meet with commissioners to discuss changes prior to full commission vote
    - iii. Concerned with loss of relationship with AHRC and community alike
    - iv. AHRC meetings have provided useful updates for remaining members of the department not in attendance
  - iv. AHRC comments:
    - a. Commissioner Pusey
      - i. Option B seems to be most reasonable based on timing and continued relationship
      - ii. Co-chair meeting with APD valuable for transparency
      - iii. Agree to get input from Chief Flaherty – giving professional courtesy does not change the responsibility of the party authoring of the policy
    - b. Commissioner Jolin
      - i. asked for clarification about reconciliation of incidents between AHRC and APD at the end of year
      - ii. Option B most reasonable
      - iii. Would like to receive input from Chief Flaherty prior to vote
    - c. Commissioner Bauer
      - i. Option B seems most reasonable
      - ii. Should add – nothing precludes having ad hoc meetings with the APD
      - iii. Mindful of Chief Flaherty's request to meet – input from her would be beneficial
    - d. Commissioner Brown
      - i. To allow space for all members of the community, lessening the attendance of APD may allow for additional community outreach
      - ii. Have discussed this topic for months and it has come up

- within the community – would like to convene a vote if commission agrees
  - iii. Given Commissioner Carey's term expiration – she will be meeting with Chief at the meeting to discuss the document changes
- e. Commissioner Grossman
  - i. Agree to get input from Chief Flaherty
- f. Jillian
  - i. Currently writing the schools policy
  - ii. All parties involved have been part of the discussion
- g. Commissioner Carey
  - i. Expressed concerns with not having the ability to vote next month given appointment timing
  - ii. Prefers vote to be held today
- h. Commissioner Rogers
  - i. Option A/B preferred
  - ii. Commission should not be rushed to vote on this topic
  - iii. Meeting with the Chief would allow for full transparency
- i. Co-Chair Soneja
  - i. Proceed with working group authors and Chief Flaherty to meet prior to Jan 2023 meeting

9. Town Day Survey

- a. No updates

10. Civilian Review Board criteria

- a. Will have language from Town Council about nominations and criteria in Jan 2023

11. Update: Signs/Statues as a Tribute to Indigenous People in Arlington - Commissioner Pusey

- a. Proposal for 2024 – group looking for letters of support in favor of refurbishing the space
- b. Motion to expedite approval for letter of support by Commissioner Pusey seconded by Commissioner Bauer
  - i. *Passed with unanimous vote*

12. Co-Chairs Report

- a. Incident Coverage
  - i. Commissioners to add availability
- b. Meeting/Events calendar
- c. New co-chair selection
  - i. Proposal to allow current Co-chairs to continue and have staggered terms to allow for coverage
- d. Annual Report
  - i. Co-Chair Carney working on draft document

13. Community Input

- a. Elizabeth Dray
  - i. Expressed frustration about the favoring of APD over the community
  - ii. What is the role of the AHRC?
  - iii. Will the community have an opportunity to speak about this policy?
- b. Lynette Culverhouse

- i. Agrees with public comment previously made
- ii. Feels that APD is being favored over the community

14. Announcements

- a. Next meetings – January 18, February 15, and March 15
- b. Incident Handling
  - i. December-Commissioner Beauchemin

15. Adjournment

- a. Motion to adjourn by Commissioner Brown and seconded by Commissioner Carey
- b. *Passed with unanimous vote*

**Next meeting: Wednesday, January 18, 2023, 8:00 pm**

Anyone needing accessibility information or assistance to attend this meeting should contact [dei@town.arlington.ma.us](mailto:dei@town.arlington.ma.us). This meeting is open to all interested individuals.